

Wasatch Peak Academy
Principal Sandra Shepard
PERFORMANCE BASED COMPENSATION PLAN

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

1. Who is eligible for the performance-based compensation?

All licensed teachers at Wasatch Peak Academy grades K-6th and special education teacher.

2. What are the criteria for awarding performance-based compensation?

The current Wasatch Peak Academy (WPA) Teacher Evaluation is based on two areas of performance:

1. Performance evaluation based on the Utah Teacher Standards
2. Demonstrating competency of the charter goals in Service Learning and Spanish Instruction or Spanish program support

WPA administration has a performance based rubric developed to give current bonus awards at WPA that was used in the 2007-08 school year to award local performance –based compensation.

The criteria for the WPA legislative individual performance-based compensation will be specific to:

1. Utah Teacher Standards: Planning curriculum and designing instruction to enhance student learning (2c, 2d, 2f) Engaging and supporting all students in learning (3a, 3b, 3d, 3e), Assessing and evaluating student learning (4a, 4b, 4d, 4e.)
2. Demonstrating competency of the WPA Charter mission to support Service Learning and Spanish instruction by the teacher setting 2-4 measureable individual goals in the fall and meeting at least two of those goals by May 1, 2009.
3. By 80% of the students meeting yearly goals on the DIBELS assessment in grades K-3
Or 80% of the students meeting yearly proficiency goals in grades 4-6 on the State Language Arts CRT set by each grade level in the fall of 2008, and measured on the spring 2009 LA CRT.

3. What are the instruments or assessments that may be used to measure or evaluate performance?

Teacher Evaluation – classroom observation forms, conferences and self evaluation forms
Parent Survey
Bonus Rubric
Teacher goal setting and reflection activities (school goals)
DIBELS
Utah CRT in Language Arts

4. What is the amount of performance based compensation that may be awarded?

\$100 per student per class teacher would be awarded based on the percentages in # 6.

Kindergarten teacher would earn \$50 per student.

- *WPA has a class load ceiling of 24 students in K-2 and 25 students in grades 3-6. K-2nd grade teachers may earn up to \$2,400 and teachers in 4th -6th up to \$2,500*
- *Total amount available per teacher would be adjusted equally based on the total amount allotted by USOE*
- *Any monies not earned by individual teachers would be redistributed to qualifying individuals at WPA*
- *The Special Education and Physical Education Teachers would base their compensation on 25 students (\$2,500)*

5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?

60% of the performance –based compensation would be awarded when a teacher rates competent or above in 9 of the 11 areas on the performance evaluation based on The Utah Teacher Standards

20% of the compensation would be awarded for meeting the individual goals in Service Learning and Spanish instruction

20% of the performance-based compensation would be awarded for meeting student proficiency goals on either the DIBELS or Language Arts CRT assessments - 20% of the special education teacher's Bonus would be based on the number of students meeting their individual CRT /IEP goal. 20% of the Physical Education teacher's bonus would be based on WPA reaching silver (goals set in The Gold Medal program).

Any monies not earned by individual teachers would be redistributed to qualifying individuals

6. Will the plan include measures of student academic progress or growth? (Optional)

Yes – DIBELS or Language Arts CRT Assessments

7. Will the plan include specific measures of instructional quality? (Optional)

Yes, based on teacher evaluation and points awarded on the teacher performance bonus rubric pertaining to the three specific standards in The Utah Teacher Standards (see question # 2)

8. Will the plan measure parent and student satisfaction? (Optional)

Two WPA annual online parent surveys are reviewed as part of the evaluation process in completing each teacher evaluation.

9. Will the plan measure school progress? (Optional)

Yes, school goals in Service Learning and Spanish instruction will be measured by teacher's meeting two of the four personal goals in these two areas.

10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)

6th grade Direct Writing Assessment, 3rd and 5th grade Iowa Test scores, classroom literacy based assessments (ECRI or Scott Foresman) will be reviewed as indicators of student academic performance, but will not be part of performance based compensation award.

Sandra Shepard
Principal Name

June 12, 2008

Principal Signature

Dan Rip
Board President

Board President Signature

Other Notes:

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
 - i. The number of employees in the school who received performance-based compensation;
 - ii. The total number of employees in the school;
 - iii. The average of the performance-based compensation awarded to all employees; and
 - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$